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UA28/1 The Personnel File

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The Personnel File

Changes in Health Insurance

Western employees have completed the enrollment period for HMO Kentucky, and the results are encouraging. A total of 359 persons selected the health maintenance organization following meetings held across campus.

The health maintenance organization (HMO) seems rather expensive when compared with our conventional Blue Cross and Blue Shield. It is expensive, but that is because the level of coverage is much higher. Under the HMO concept, it is possible that a member could become ill, visit a primary care physician, see a specialist, be admitted to a hospital and dismissed for a personal cost of only \$5.00. If prescription drugs are required during the process, add another \$5.00 for each prescription. It would be prohibitively expensive, and almost impossible, to purchase better medical coverage.

But there are some trade-offs. The HMO member must accept some restrictions that are not present in conventional medical insurance. Under the HMO concept, we are not free to "shop around"; our medical care is initiated only by the primary care physician. While HMO Kentucky is attractive for some, others have decided to remain with Blue Cross and Blue

Shield. The HMO restrictions and cost seem to be the two main reasons why many of Western's employees opted against a change.

Perhaps what is needed are some intermediate levels of coverage between the high (HMO Kentucky) and our basic (Blue Cross-Blue Shield) insurance. Acceptable intermediate coverage could include a preferred provider organization (PPO) such as Option 2000, other health maintenance organizations such as Humana Plus or Independence Health Plan. The addition of those options would afford a wide range of premium costs and coverages and should provide the flexibility we desire in our medical benefits program. Just as Western now pays \$77.00 per month per employee towards the cost of Blue Cross-Blue Shield or HMO Kentucky, the employer would continue to pay a fixed amount towards the cost of whatever option the employee selects.

We believe that the addition of HMO Kentucky is a great step forward in our benefits program, and the Insurance Committee, Office of Business Affairs, and Department of Personnel Services intend to continue efforts to facilitate additional options for Western's employees.

Faculty Honors Announced

In addition to the presenting of degrees to students who have successfully completed their college education, the commencement ceremonies this May also served to honor those faculty members who have excelled in their performance. As a part of the ceremonies, several faculty members were honored by presentation of the Outstanding Contribution to the University Awards. These awards are given based on nomination and recommendations from other faculty members, students and alumni and represent the University's recognition of a difficult task well done. Articles on Wayne Hoffman, Edward Schoen and James Ausenbaugh start on page two.

Other faculty were honored at the commencement ceremonies as well, receiving awards from their colleges within the University for their performance. Recipients of the College Faculty Excellence Awards include: Roy Howser, College of Business Administration; Eula Monroe, College of Education and Behavioral Science; Michael Trapasso, Ogden College of Science, Technology and Health; and Joseph Glaser, Potter College of Arts, Humanities and Social Sciences.

Faculty Honored at Commencement Ceremony



Wayne Hoffman

Dr. Wayne Hoffman, head of the Department of Geography and Geology, has been at Western Kentucky University for 16 years, and during that time has demonstrated a consistent interest in the application of his science to the area of public service. In recognition for that record of involvement in understanding and dealing with many types of regional concerns, Dr. Hoffman was honored at this May's commencement by being awarded the Public Service Award by the University.

Modest about receiving the award, Dr. Hoffman doesn't see anything unusual in this interest in applying his training and experience to areas of public concern. A graduate of the University of Wisconsin at Oshkosh, Ohio State University and the University of Florida, Dr. Hoffman believes that the main purposes served by any university are teaching, research and public service. While the first two are commonly recognized, Dr. Hoffman feels that the public service area is the more nebulous and perhaps neglected of the three. He defines public service as using one's professional competencies to deal with problems that exist in the real world, and then, most importantly, taking the information

gained back to the classroom.

He feels that an integral part of the public service philosophy is involvement in professional organizations. In addition to long-term involvement with the Barren River Area Development District (and other development districts throughout the state), he serves as secretary of the southeastern division of the Association of American Geographers, and is on the executive committee of the Kentucky Planning Association. He also serves on the Ohio River Basin Commission, the National Area Regional Councils (NARC) and is a member of the Kentucky Geographical Consortium.

Defining geography as the study of spatial distribution and spatial relationships (or, he says, "why things are where they are and what explains it"), he says that he has been interested in the field all his life. A very broad area of study, geography can deal with everything from highway and transportation planning to studies of growth patterns and housing values. Dr. Hoffman applies geography to the public service concept by developing land-use management plans for BRADD, doing area transportation studies, revising regional recreation plans and car pool programs.

The concept of taking the university to the people and then bringing information back to the university is an integral part of his view of the educational process and is important to both the people in the region and the students. People in the region benefit from the knowledge Dr. Hoffman and his associates have, while his students get real-world experience to supplement their classroom training. In the classroom, Dr. Hoffman prefers that his students write their papers on manageable regional problems (looking rather askance at 15-page reviews of the entire world's transportation system). He also requires that they utilize some non-library sources to get them used to working with the people who actually deal with the problems. The contacts made this

way, along with the internships the department makes available, help make the educational process more meaningful to the students as well as helping them find jobs once they graduate.

Dr. Hoffman feels that the geography program offers a student a good career, one that will be in demand in the future as the environmental sciences are utilized more and more to assess and manage the impact of social and environmental changes.



Edward Schoen

If you've ever asked yourself the question, "What is the meaning of Life?" then you'd feel right at home talking with Edward L. Schoen. Dr. Schoen, a professor of philosophy in Western's Philosophy and Religion Department, regularly deals with such weighty issues. A graduate of Wheaton College and the University of Southern California, the recipient of the award for distinguished research defines philosophy as trying to define the fundamental role man plays in the universe. Why are we here? And, yes; what is the meaning of life? Though there are dogmatic philosophers who would give definitive answers to all of these questions, Dr. Schoen is not one of them. When asked about the meaning of life, he admits that he doesn't know. There are no guarantees, he says, in the search for meaning. Being a philosopher requires a high tolerance for ambiguity.

The author of a recent book

(Religious Explanations: A Model from the Sciences), as well as numerous articles and book reviews published in professional journals, the scholarly Dr. Schoen seeks to reconcile two seemingly conflicting fields—philosophy and science. Reflecting the move towards “compatibilism” of the last few years, Dr. Schoen feels that instead of conflicting with scientific discoveries and investigations the modern philosopher needs to be alert to developments in many other fields.

Like everyone else today, philosophers have had to specialize. One of Dr. Schoen’s areas of concentration is determining the impact that recent scientific knowledge has on philosophy. Even philosophers don’t exist in a vacuum, and the impact that science has on philosophy can be important. Philosophers are still reeling from the development of Darwin’s theory of evolution a century ago and modern-day philosophers are working almost in parallel with physicists who are delving into the world of subatomic activity. By researching scientific developments Dr. Schoen seeks to determine their meaning.

Dr. Schoen’s other area of specialization is what could be called methodology—how you ask the questions. To give an example of how a methodologist thinks, if you asked him what the meaning of life was, he would answer with another question—how do you want to answer that? In a field like philosophy, figuring out the question is often the hardest part of the job. Taking the lead from the physical sciences like chemistry and physics, modern philosophers are much more precise than their historical forebears—precise to the point of using a mathematical type of logic to develop many of their points. They have also developed a technical vocabulary like any other field. If you’re curious, ask Dr. Schoen to explain the Law of the Excluded Middle or non-contradictory logic. He’ll let us know about the meaning of life....



James Aussenbaugh

James D. Aussenbaugh, of the Journalism Department, received this year’s award for outstanding teaching performance and he is, frankly, pleased. Pleased that the Journalism Department was honored, and pleased that his hard work at being a good teacher has apparently worked—it’s a job that he obviously loves. He is also pleased with the students he gets in journalism, he thinks they are among the sharpest on campus. He slyly suggests that the fact that all of his former students can write well may have helped him get the award.

Aussenbaugh, a University of Kentucky graduate and life-long veteran of the newspaper business, came to Western 10 years ago and has worked ever since at being a good teacher. He plans his approach and seeks real feedback from his students about what works in the classroom and what doesn’t. If something doesn’t help his students learn, then he doesn’t do it. With him teaching is a verb—and he feels that the primary goal any teacher should have is to teach their students. Aussenbaugh’s assignments teach writing and reporting skills and his blunt criticism, tempered with his good humor and undisputed mastery of his trade, teaches students how to think—and think fast. One student said, under her professor’s good-

natured prodding, that while Aussenbaugh was a little intimidating at first the students respected his opinion because they knew that he knew what he was talking about.

Aussenbaugh should know. For 25 years before he came to Western he worked in the daily newspaper business; at a local paper in Evansville, Indiana, for Stars & Stripes, and then for 20 years at the Courier-Journal as an editor. He looks the part of a newspaperman too—if you ever need to cast the role of a city editor in a movie you can come straight to Garrett, Room 119. He is professionally active and keeps in touch with newpeople by a busy schedule (nine weeks this year) of seminars and workshops all over the country.

As a teacher, Aussenbaugh would make several suggestions about improving the quality of the education that Western offers. One would be the establishment of a class to be offered throughout the university in writing—just plain writing—so that the writing skills of all students could be improved. The other would be the establishment of a system that would allow faculty to maintain—and improve—their teaching skills by learning from other faculty members. From talking with him, you get the distinct impression that he knows what he’s talking about.

United Way Campaign Kicks Off: Faces Old Problems and New Challenges

As an institution of higher learning, Western Kentucky University is in the business of working for a better tomorrow. Every day the faculty and staff of WKU work toward making the future better than today. By training students as teachers, nurses and future members of the business community, a university like Western has a position of leadership that is absolutely unique in a community—one no one else can do what we do.

As a progressive part of the Southern Kentucky community and one of the largest employers in the area, Western has other responsibilities as well. One of those has traditionally been its annual participation in the United Way campaign. The United Way is an umbrella organization which oversees the fund-raising activities of numerous agencies that operate within the community to perform vital services for its people. The groups covered by United Way include the Salvation Army, the Boy Scouts, Child Protection, Inc., the BRASS Spouse Abuse Center, War Memorial Boys Club, the Girls Club of Bowling Green, the Girl Scouts, Big Brothers and Big Sisters, Barren River Mental Health/Mental Retardation, the Bowling Green chapter of the American Red Cross and Hospice of Bowling Green. All of these organizations are dependent on the United Way campaign for most of their operating budgets.

The financial picture for both the United Way and its member agencies is tight. Any new development can cause problems. Child Protection Inc. last year had to hire more staff to meet new state guidelines and only an emergency transfusion of funds from United Way permitted it to do this. Spending the money, though, eliminated for one more year United Way's hope of establishing a reserve fund to be used just for such emergencies.

In addition to the routine challenges facing such an organization, United Way will soon have to deal with new ones as well. Revenue sharing funds will end this year and the difference will have to be made up from local contributions. Many local industries, traditionally the strongest supporters of the United Way program, are facing changes too. General Motors recently laid off its second shift (with about the same number of total employees as Western, GM gave \$127,000 last year, compared to Western's \$23,397); and the FMC plant, another supporter, will soon close down altogether. These new problems will put even more strain on the United Way.

Western in the past has always supported the UW campaign (it is the only charitable organization officially supported by the university) but the amount given has never tapped the generous spirit that we could offer. As a university we shouldn't let our orientation toward the future keep us from helping out today. Pledge cards will be included in October's paychecks and everyone is invited to do their Fair Share.

1986-87 VACATION AND HOLIDAY SCHEDULE

The University's Executive Committee approved the following vacation and holiday schedule for twelve month employees for the 1986-87 academic year:

Legal Holidays

November 27 Thanksgiving Day
December 25 Christmas Day
January 1 New Year's Day
May 25 Memorial Day
July 3 Independence Day

Additional Days

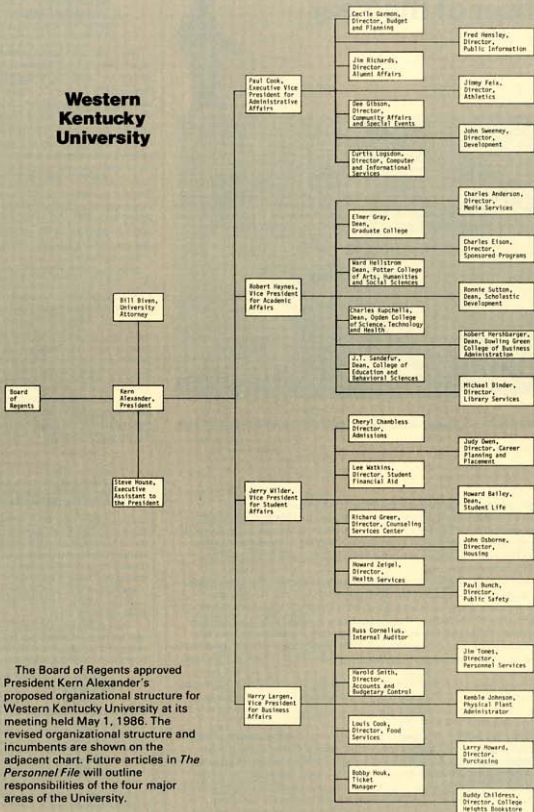
Thanksgiving Close 4:00 p.m.,
November 26, 1986
Open 8:00 a.m., December 1, 1986
Christmas Close 4:00 p.m.,
December 19, 1986
Open 8:00 a.m., January 2, 1987
Offices close at 4:00 p.m., during
the period January 2, 1987 thru
January 9, 1987
Spring Vacation ... Close 4:30 p.m.,
March 6, 1987
Open 8:00 a.m., March 16, 1987
Summer Period Offices close at
4:00 p.m. during the period
May 11 thru August 14, 1987
Twelve month employees hired before
May 11 1987 receive three (3)
additional days off.

A Good Place to Work!

One indication of a good place to work is whether employees remain with an organization throughout major portions of their careers. John Foe, director of Institutional Research, has provided some interesting information which indicates that over 64% of Western's regular full-time faculty and staff members have served the University for over 5 years.

Years of Service	# Employees	% of Total
1- 5	523	35.7
6-10	320	21.8
11-15	251	17.1
16-20	263	17.9
21-25	91	6.2
26-30	14	1.0
over 30	4	0.3
	1,466	100.0

Western Kentucky University



Officer of the Year



Some of the best police work at Western seldom sees the light of day—Jerry Phelps works the night shift.

Any small police agency such as the Western Kentucky University Department of Public Safety has several good police officers to choose from when an award such as Officer of the Year is given. Often an administrator would like to give it to more than one officer—but there's only one award. This year's Officer of the Year, announced by Public Safety Director Paul Bunch, is Lt. Jerry Phelps.

Phelps—who works the midnight shift—was selected not for one specific deed, but because of the leadership he displays on the job, his overall knowledge of police operations and the professionalism that he shows in the daily performance of his duties. Bunch says that Phelps, who successfully directed several investigations during the year, has the ability to take any case from its beginning to its conclusion. This expertise is further used in his assignment as a field training officer, training new officers before they are put out by themselves.

Phelps has worked at several positions in the department and is currently shift commander for the University's night shift. He began his career at Western in 1975, was promoted to sergeant in January, 1984, and to lieutenant in January, 1985.

Described by his boss as enthusiastic and willing to assist others, Phelps is a respected member of the local law enforcement community. Blaise about the routine problems of police work (fights and chases), he admits that there are problems working the midnight shift—there never seems to be enough time to sleep—but advantages too. One consolation of night work is that he only has to worry about Western's parking problems for a few minutes in the morning, and there are plenty of parking places when he goes to work at night.

RETIREMENT AND EDUCATIONAL BENEFIT CHANGES

The 1986 General Assembly made several changes which will affect the Kentucky Employee Retirement System. Current retirees will have their benefits increased by 4% in July, 1987, following a similar increase of 4% this past July. People who are currently employed under the system will have their benefit factors increased from 1.65% to 1.85% this year. Beginning August 1, 1986, the employee contribution rates for KERS Non-Hazardous participants will increase from 4% to 5% while the employer rates will go up from 7.25% to 7.45%.

Effective in July of this year, House Bill 419 made it possible for KERS members to receive service credit for educational leave at less than 75% of their full salary. The new law allows a member to receive service credit for up to two years of educational leave within a five year period even if they receive less than 75% of their full salary. Questions relating to educational leave should be addressed to the Department of Personnel Services.

Employment Activities

During the period July 1, 1985 to June 30, 1986 2,647 persons formally applied for employment at Western Kentucky University. 153 of these persons (5.8%) were hired during this same period. 99 University employees (faculty and staff) received promotions during the 1985-86 fiscal year.

The breakdown of Western's regular full-time personnel by occupational category effective September 1, 1986, was as follows:

EEO Occupational Category	Number of Employees
Executive, Administrative and Managerial	96
Faculty	530
Professional Nonfaculty	200
Secretarial/Clerical	282
Technical/Paraprofes- sional	18
Skilled Trades	90
Service/Maintenance	261
	1,477

NEW EMPLOYEES

The *Personal File* welcomes the following new employees to the University of Wisconsin, as well as to your some 1,500 co-workers.

Dale Adkins, Assistant Professor, Physical Education & Recreation
Fred Anderson, Assistant Professor, Registrar's Office
Murray Arnold, Men's Head Basketball Coach, Athletics
Danny Assem, Assistant Professor, Library
Shirley Baker, Groundkeeper, Physical Plant
Kumar Bhatt, Visiting Professor, Physics & Astronomy
Dorita Blackburn, Instructor, Instruction
Dava Bolden, Coordinator of Library Instruction, Assistant Professor, Library Public Services
Bobby Bowman, Men's Assistant Basketball Coach, Athletics
Daniel Brainer, Assistant Athletic Trainer, Athletics
James Brinner, Assistant Residence Hall Director, Keen Hall, Housing
Tamela Brooks, Administrative Assistant III, Library Automation & Technical Services
Christian Cannon, Museum Registrar & Collections Curator, Library
David Calkins, Assistant, Special Collections
Debra Carter, Administrative Secretary, Psychology
Franklin Cheatham, Associate Professor, Computer Science
Carol Clark, Computer Professor, Finance & MIS
William Compton, Instructor, Computer Science
Sharon Crow, Staff Accountant, Personnel
Robert Cull, Assistant Professor, Librarian, Assistant Professor, Library Public Services
Shadle Curry, Residence Hall Director, Potter Hall, Housing
E. J. D'Amico, Assistant Professor, Worker, Food Services
Andres DeMarches, Building Services Attendant, Physical Plant
Test Dennis, Administrative Secretary, Administration
Cindy Dickerson, Teller, Credit Union
Rosale Driver, Building Services Attendant, Physical Plant
Anita Eadsen, Building Services Attendant, Physical Plant
Cristine Eardsbath, Women's Assistant Basketball Coach, Athletics
Holly Ferguson, Financial Aid Assistant, Student Financial Aid
Margaret Gedge, Cook, Food Services
James Garner, Assistant Director, Reentry Center
Gregory Gaynor, Assistant Director, Barnes-Cannibal House, Instructor, Communication and Theatre
Brian Goff, Assistant Professor, Economics
John Gorman, Building Services Attendant, Physical Plant

Richard Grew, Director, Associate Professor, University Counseling Services Center
David Griggs, Instructor, Health Technology
Barb Haggerty, Assistant Professor, Journalism
James Hardcastle, Building Services Attendant, Physical Plant
Undie Harmon, Instructor, Music
Robert Harshbarger, Loan Assistant, Credit Union
Hank Harris, Men's Assistant Basketball Coach, Athletics
Jerry Herman, Visiting Professor, Educational Leadership
Dorothy Hirsch, Assistant Professor, Communication and Theatre
Mark Howard, CMT Technician, Industrial and Engineering Technology
Janet Janan, Assistant Professor, Finance
Elaine Kennedy, Producer/Announcer, Media Services
Billy Kuhnenschmidt, Assistant Professor, Psychology
Vanessa Kymblyte-Henry, International Student Advisor, International Programs and Projects
David Labadie, Photojournalist-in-Chief, Photography
Robert Leung, Residence Hall Director, Men's Assistant Basketball Coach, Housing
Vicci Leedom, Administrative Assistant, Education
Kenneth Little, Building Services Attendant, Physical Plant
Penelope Lockart, Assistant Professor, Sociology
Cheryl Long, Assistant Professor, Anthropology and Social Work
Shirley Lowman, Associate Professor, Nursing
Allan Martin, Boiler Operator
Donald M. Miller, Physical Plant Attendant, Physical Plant
Angela Mayo, Assistant Professor, Nursing
Tam McBrayer, Recorder, Library
James Meyer, Manager, Educational Computing Facility, College of Education
Phyllis Millsbaugh, Assistant Residence Hall Director, McCord Hall
Clifford Mitchell, Instructor, Psychology
Irene Motley, Departmental Secretary, Computer Science
Doris Myers, Visiting Assistant Professor, Economics
Janice Nantz, Assistant Residence Hall Director, Bemis Lawrence Hall, Housing
Road Oniewski, Chief Documents Officer, Library
Professor, Library Public Services
Wei-Ping Pan, Assistant Professor, Chemistry
Joan Panchayshyn, Ticket Sales
Artem Panchayshyn, Department Head, Physical Plant
Head Professor, Sociology, Anthropology, and Social Work
Jacqueline Pope-Tarrence, Instructor, Psychology
Elaine Powell, Senior Administrative Secretary, Potter College

Cynthia Ray, Senior Departmental Secretary, Health and Safety
Kimberly Rich, Senior Administrative Secretary, Student Life
Thomas Richmond, Assistant Professor, Music
Betty Rigbiase, Building Services Attendant, Physical Plant
Thomas Roberts, Assistant Professor, Home Economics and Family Living
Frederick Ross, Building Services Attendant, Physical Plant
Berry Rutledge, Assistant Residence Hall Director, Poland Hall, Housing
Kenneth Sander, Instructor, Allied Health Medical Records
Mike Searson, Acquisitions Assistant II, Library Automation & Technical Services
Ray Saunders, Development & Special Collections
Leonard Schrie, Program Developer, Continuing Education
Debra Schuler, Assistant Residence Hall Director, Central Hall, Housing
Leland Scott, Producer/Announcer, Media Services
Michael Sessler, Assistant Professor, Philosophy and Finance & MIS
David Shul, Assistant Professor, Finance & MIS
James Smith, Dish Machine Operator, Food Services
Wesley Snyder, Administrative Assistant, Communications
William Stephens, Police Officer, Public Safety
Leland Scott, Jr., Producer/Announcer, Media Services
Dorothy Sudler, Instructor, Home Economics and Family Living
Michelle Swann, Administrative Secretary, Scholastic
Debra Tabor, Assistant Professor, Admissions
Linda Tolle, General Clerk I, Admissions
David Vincent, Assistant Professor, Music
Stephen White, Assistant Professor, Communication and Theatre
Gerald White, Jr., Groundkeeper, Physical Plant
Thomas Williams, Police Officer, Public Safety
Blair Winkler, Assistant Professor, Math





PERSONNEL CHANGES

Congratulations to the following University employees who were recently promoted or transferred:



Marvin Albin—from Department Head/Associate Professor, Finance & MS to Associate Assistant Dean/Associate Professor, College of Business Administration

Howard Bailey—from Assistant Dean to Dean, Student Life

Ronald Beck—from Acting Dean, Student Affairs, to Associate Director, Alumni Affairs

Phyllis Bessette—from Financial Aid Advisor, to Financial Aid Counselor, Student Financial Aid

Jerry Boles—from Assistant Professor, Management and Marketing to Director for Center for Associate Degree Studies/Assistant Professor, College of Business Administration

Diane Bowen—from Applications Clerk to Data Entry Operator II, Student Financial Aid

William Brady—from Building Services Attendant to Carpenter, Physical Plant

Judy Bryant—from Collections Clerk to Collections Specialist, Student Financial Aid

Trena Burchett—from Administrative Secretary, Teacher Education to Senior Departmental Secretary, History

Delores Butler—from Serials Assistant II to Serials Assistant IV, Library Automation & Technical Services

Earlene Cantrell—from Departmental Secretary, Computer Science to Senior Secretary, English

Chandra Carter—from Senior Departmental Secretary, History, to Staff Assistant, Graduate College

Willie Carter—from Assistant to the Director to Assistant Director, Purchasing

Michael Centimole—from Printer to Senior Printer, Purchasing

Marilyn Clark—from VA Financial Aid Advisor to VA Financial Aid Counselor, Student Financial Aid

Patricia Cook—from Receptionist to Financial Aid Cashier, Student Financial Aid

Pamela Cosby—from General Clerk I, Admissions to Departmental Secretary, Allied Health

Marice Cox—from Assistant to the Registrar, Registrar's Office to Assistant to the Dean, Student Life

Susan Crabtree—from Senior Processing Clerk (Grade 8) to Senior Processing Clerk (Grade 9), Independent Study

Willie Davenport—from Assistant Supervisor to Heating Plant Supervisor, Physical Plant

Sharon Dyren—from Assistant to the Dean, Student Life, to Assistant to the Dean/Director of Orientation, Scholastic Development

Frieda Eggleton—from Assistant to the Dean of Scholastic Development/Director of Orientation to Registrar

Tina El-Amouri—from Financial Aid Clerk to Financial Aid Assistant, Student Financial Aid

James Felix—from Director of Alumni Affairs to Director of Athletics

Cecile Garmon—from Staff Assistant, Office of the President and Assistant Professor, Communication and Theatre, to Director of Budget and Planning

Robert Graham—from Building Services Assistant to Locksmith Assistant, Physical Plant

Jack Hall—from Professor to Department Head/Professor, Accounting

Mae Hardcastle—from Scholarship Disbursement Officer (Grade 11) to Scholarship Disbursement Officer (Grade 12), Student Financial Aid

Debra Harper—from Administrative Secretary, Scholastic Development to Senior Secretary, Media Services

Betty Hinton—from Senior Accounts Clerk, Accounts and Budgetary Control to Principal Bookkeeper/Secretary, College Heights Foundation

Alvin Hogue—from Senior Carpenter to Cabinetmaker, Physical Plant

Stephen House—from Registrar, to Executive Assistant to the President

Martin Houston—from Professor, Biology to Associate Dean/Professor, Ogden College of Science, Technology and Health

Nathan Jordan—from Food Services Worker to Salad Maker, Food Services

Catanna King—from Assistant Residence Hall Director to McCormack to Residence Hall Director, McLean, Housing

Trudy King—from Financial Aid Advisor to Financial Aid Counselor, Student Financial Aid

Brian Kuster—from Assistant Residence Hall Director, Pearce-Ford Tower, to Residence Hall Director, Keen, Housing

Shirley Malone—from Staff Assistant to Director of Scholastic Activities for Minority Students/Coordinator of Community College Student Services, Scholastic Development

Carl Martray—from Professor, Psychology to Assistant Dean for Administration and Graduate Studies/Professor, College of Education and Behavioral Sciences

Freda Mays—from Principal Secretary to Director of Center for Student Advising, College of Business Administration

Susan McChesney—from Senior Processing Clerk (Grade 8) to Senior Processing Clerk (Grade 9), Independent Study

Huda Melky—from Financial Aid Advisor to Financial Aid Counselor, Student Financial Aid

Ronnie Miller—from Building Services Attendant to Building Services Group Leader, Physical Plant

Cynthia Morris—from Senior Administrative Secretary, Housing, to Principal Secretary, Student Life

Marleen Murphy—from Assistant to the Registrar to Assistant Registrar, Registrar's Office

Lee Murry—from Assistant Director to Director of University Centers

Tracy Newton—from Bookkeeper to Senior Administrative Secretary, University Publications

Judith Owen—from Assistant Director to Director, Career Planning and Placement

John Parker—from Professor to Department Head/Professor, Government

David Parrott—from Assistant Director, Housing to Director of Residence Life, Student Life

Ray Reader—from Groundskeeper to Heavy Equipment Operator, Physical Plant

James Richards—from Coordinator of Men's Athletics to Director of Alumni Affairs

Cynthia Roelke—from Assistant Residence Hall Director, Bernia Lawrence to Residence Hall Director, South

Stephen Schnacke—from Professor to Department Head/Professor, Educational Leadership

Terri Shannon—from Administrative Secretary to Senior Secretary, Registrar's Office

Patricia Smith—from Senior Secretary, Registrar's Office to Executive Secretary, President's Office

Teresa Smith—from Administrative Secretary, Cooperative Education to Senior Administrative Secretary, College Heights Foundation

Pat Sorcie—from Acting Residence Hall Director, West, to Residence Hall Director, West

Teresa Swetmon—Financial Aid Clerk to Financial Aid Assistant, Student Financial Aid

Nellie Taylor—from Examinations Clerk (Grade 7) to Examinations Clerk (Grade 8), Independent Study

Linda Taylor—from Financial Aid Clerk to Financial Aid Assistant, Student Financial Aid

Jo Ann Thompson—from Administrative Secretary to Senior Secretary, University Publications

Susan Tucker—from Library Assistant III to Interlibrary Loan Librarian/Instructor, Library Public Services

Greg Vincent—from Assistant Residence Hall Director, Poland to Residence Hall Director, Barnes-Campbell

Louise White—from Carpenter to Senior Carpenter, Physical Plant

Jerry Wilder—from Director of Career Planning, Academic Advancement and Placement to Vice President for Student Affairs

James Willis—from Cabinetmaker to Carpentry Supervisor, Physical Plant

Service Anniversaries

Fall is a busy time at Western and many people started their careers at the University of Northern Iowa during the fall semester. Here is a list of our faculty and staff members who celebrated service anniversaries between June and September.

30 YEARS

George Downing—Mathematics, Associate Professor
Wilburn Jones—Mathematics, Professor
Marvin Kerkorian—Chemistry, Associate Professor

25 YEARS

Gerald Craighead—Physical Plant, Assistant Director
Carroll Jackson—History, Professor
Herbert Shadowen—Biology, Professor
William Weaver—Art, Professor

20 YEARS

Robert Adams—Journalism, Associate Professor
James Brown—Communication, Professor
Robert Baker—Mathematics, Department Head
Emmett Burken—Educational Leadership, Professor
Leo Ferrel—Economics, Professor
Wanda Griffin—English, Assistant Professor
David Harman—Chemistry, Associate Professor
Charles Johnson—Accounting, Professor

Patsy Hooper—Mathematics, Assistant Professor
John Jones II—Physical Education & Recreation, Human Resources
Marjorie Kerkorian—English, Professor
James Meador—Accounts and Budgetary Control, Assistant Director
Robert Melville—Teacher Education, Professor
Frank Neuber—Government, Professor

Kenneth Nicely—Biology, Professor
Neil Petersen—Art, Professor
Myron Schaefer—Executive Secretary
Lowell Shank—Chemistry, Department Head
James Sloan—Biology, Associate Professor

Nancy Sorenson—Library Special Collections, Reference Librarian
Anna Mae Talley—Physical Plant, Building Services Assistant
Evelyn Thurman—Library Public Services, General Reference Librarian
Frank Toman—Biology, Professor
Lee Workins—Student Financial Aid, Director
Dan Watts—Teacher Education, Professor
Emma Dean Westbroek—Computer & Informational Services, Lead Data Entry Operator
Thomas Westbroek—Biology, Professor

15 YEARS

Patricia Adams—Physical Plant, Building Services Attendant
Charles Anderson—Media Services, Assistant Director
Virginia Athine—Home Economics and Family Living, Associate Professor
Robert Blanes—Journalism, Associate Professor

John Carr Jr.—Industrial and Engineering Technology, Associate Professor
Fredrick Clark—Accounting, Assistant Professor
John Cline—Computer Science, Professor

Doris Elmors—Physical Plant, Work Control Center Clerk
James Gibbs—Teacher Education, Associate Professor
Mildred Gwiltney—Teacher Education, Assistant Professor

Riley Handy—Library Special Collections, Department Head
Max H. Johnson—Student Financial Services, Assistant Director
Edmund Heggen—Geography and Geology, Professor

Bettie Johnson—Graduate College, Graduate Coordinator
Charles Jones—University Farm, Director
Sally Ann Koenig—Library Public Services, Department Head

Albert Little—Physical Education & Recreation, Professor
Glenn Lohr—Health and Safety, Professor
Robert Martin—Modern Languages and International Studies, Associate Professor

Carl Matney—College of Education and Behavioral Sciences, Assistant Dean
Janice Maunert—Library Services, Assistant Supervisor
Sam McFarland—Psychology, Professor

Mandle Norwood—Health Services, Student Health (NHS) Coordinator
Ernest O'Neil Jr.—Psychology, Associate Professor
Raul Padilla—Modern Languages and Intercultural Studies, Associate Professor

Roy Reynolds—Teacher Education, Professor
Roy Reynolds Jr.—Admissions, Associate Director
Walter Richards Jr.—Physical Education & Recreation, Athletic Equipment Attendant

Betty Seitz—Office of Sponsored Programs, Assistant Director
John Seitz—Government, Assistant Professor
Beverly Veenker—Communication and Theatre, Assistant Professor
Catherine Ward—English, Department Head

John Wason—Economics, Department Head
Paul Wozniak—Sociology, Anthropology and Social Work, Professor

10 YEARS

James Ausenbaugh—Journalism, Associate Professor
Jerry Burchett—Public Safety, Assistant Director
Judith Byrd—Registrar's Office, Degree Auditor

Randall Clark—Industrial and Engineering Technology, Associate Professor
Dwight Clark—Educational Leadership, Professor
Nicholas Crawford—Geography and Geology, Professor

Nyle Doodie—Physical Plant, Building Services, Assistant Supervisor
Robert Eckard—English, Associate Professor
Suzanne Herdin—Journalism, Senior Departmental Secretary

Irene Hendrick—Garnett Conference Center, Senior Staff
Betty Hinton—College Heights Foundation, Principal
Bookkeeper—Secretary

Peggy Johnson—Educational Leadership, Assistant Secretary
Sylvia Kohnsbaum—Music, Professor
Frank Kerling III—Teacher Education, Assistant Professor

James Kerkorian—Communication and Theatre, Professor
Valerie Kinder—WKU Credit Union, President
Hubert Logsdon—Physical Plant, Maintenance Supervisor

Elizabeth MacFarland—Accounts and Budgetary Control, Senior Accounts Clerk
Mary McKnight—Health Services, X-Ray Technician
Marshall Marshall—Media Services, Managerial Secretary

Ruby Meador—Allied Health, Department Head
Faye Miller—Student Financial Aid, Senior Secretary
James Pennington—Teacher Education, Associate Professor

Kath Pennington—Physical Plant, Superintendent of Building Services
Judy Pennington—Industrial and Engineering Technology, Senior Departmental Secretary
Danille Riddle—Cooperative Education, Senior Administrative Secretary

Daniel Rosaker—Psychology, Associate Professor
Richard Salisbury—History, Professor
Edward Schuen—Philosophy and Religion, Professor

Shirley Smith—Health Services, Medical Secretary
Helen Sloan—Library Public Services, Library Assistant III
Rebecca Stanger—Mathematics, Instructor

Carol Stanger—Journalism, Associate Professor
Brian Sullivan—Management and Marketing, Associate Professor
William Traugott—Educational Leadership, Professor

Richard Weiger—History, Professor

5 YEARS

Nancy Brand—Administrative Office Systems, Departmental Secretary
Eva Mae Brown—Physical Plant, Building Services Attendant
Kimberly Burton—Public Safety, Records Clerk
Annette Carriere—Chemistry, Laboratory Supplies Specialist
Thomas Cheatham—Computer Science, Professor
Gary Dilworth—Music, Assistant Professor
Louis Enecke—Home Economics and Family Living, Professor
Warren Freeman—Physical Plant, Building Services Attendant
Douglas Fugate—Management and Marketing, Interim Department Head
Kimberly Gibson—College Heights Bookstore, Bookstore Clerk
Roger Hall—Media Services, TV Engineer
Ward Halstrom—Potter College of Arts, Humanities and Social Sciences, Dean
Rita Hassley—Chemistry, Associate Professor
Roy Howson—Economics, Associate Professor
Mary Humphrey—Mathematics, Instructor
Steven Keown—Physical Plant, Electrician Helper
Mary Anne Loftus—Student Life, Residence Hall Director
Judy Marks—Continuing Education, Senior Administrative Secretary
Robert McKenzie—Teacher Education, Associate Professor
Robert Montgomery—Physical Plant, Building Services Attendant
Linda Oldham—Media Services, Producer/Director
Donna Parker—Library Special Collections, Exhibits Technician
Lois Poole—Home Economics and Family Living, Senior Departmental Secretary
Jerry Rust Jr.—Accounting, Professor
Terry Vanderheyden—Journalism, Assistant Professor
Gary West—Hilltopper Athletic Foundation, Executive Director
Vicki Wingate—Public Safety, Records Clerk
Clinton Winn—Physical Plant, Building Services Attendant
Phillip Zibart—Physical Plant, Stockroom Clerk



RETIREMENTS

The Personnel File would like to recognize the following Western employees who have retired this summer.



Mary Anthony—Physical Plant, 7-1-86, Building Services Attendant
Paul Borders—Physical Plant, 6-24-86, Building Services Attendant
Kenneth Brenner—Dean's Office, College of Education, 6-30-86, Associate Dean
Elizabeth Cooney—Library Public Services, 8-31-86, Humanities Reference Librarian/Associate Professor
William H. Cunningham—Psychology, 8-31-86, Professor
Chester Davis—Computer Science, 5-31-86, Professor
Elsie Dotson—Psychology, 6-30-86, Professor
Willie Draper—Physical Plant, 6-30-86, Building Services Attendant
Marshall Gaddis—Physical Plant, 6-30-86, Heating Plant Supervisor
Sara Gleeves—Library Public Services, 8-15-86, Documents Reference Librarian
Edward C. Hanes—Teacher Education, 6-30-86, Associate Professor
Zelpha D. Hampton—Physical Plant, 6-30-86, Building Services Attendant
Mary Jane Harman—Accounts and Budgetary Control, 6-30-86, Staff Accountant
Harold R. Helper—Sociology, Anthropology and Social Work, 6-30-86, Associate Professor
Devenia Hyde—Physical Plant, 6-30-86, Building Services Attendant
Alvin Munson Jr.—Teacher Education, 6-30-86, Professor
John Oldham—Athletics, 6-30-86, Director
L. J. Reagen—Physical Plant, 6-30-86, Heavy Equipment Operator
Patricia Markle—Career Planning and Placement, 8-1-86, Coordinator of Placement
John D. Minton—Student Affairs, 8-31-86, Vice President
Helen Moore—Career Planning and Placement, 8-31-86, Administrative Secretary
John Sagabiel—College of Business Administration, 7-1-86, Staff Assistant
Jesse White—Physical Plant, 7-16-86, Maintenance Plumber
John Wilson—Management & Marketing, 7-31-86, Associate Professor

SEATBELTS PAY OFF



ON-THE-JOB SMASH-UP

WAS WEARING SEAT BELT

Driver	Assistant Survey Chief
Vehicle	Mid-sized car
Accident	Driving at 55 mph; hit in left front by full-sized pick-up doing 35 mph
Injuries	Minor whiplash
Time Off Work	None
Employer Costs	
Medical/Hospital	\$25.85
Temporary/Permanent Disability	\$0
Salary Continuation	\$0
TOTAL	
Direct and Indirect Costs	\$51.70

WASN'T WEARING SEAT BELT

Driver	Meter Reader
Vehicle	Mid-sized car
Accident	Driving at 55 mph; hit in left front by full-sized pick-up doing 35 mph
Injuries	Fractured leg and ribs
Time Off Work	Six months
Employer Costs	
Medical/Hospital	\$8,364.65
Temporary/Permanent Disability	\$8,672.40
Salary Continuation	\$4,809.24
TOTAL	
Direct and Indirect Costs	\$43,692.88

Source: The Profit in Safety Belts: An Introduction to an Employer's Program, Dept. of Transportation, Quoted in Hope Newsletter, Seattle Washington.